

Avenues for Hiring	Brief Description
Merit Staffing	Used to recruit current Federal Government employees on a competitive career or career conditional appointment. Options for Area of Consideration include NRL only, Navy, Department of Defense, and all Federal employees. May also consider reinstatement eligibles and/or Veterans Employment Opportunity Act (VEOA) candidates. An individual vacancy announcement is required. Veterans preference does NOT apply to Merit Staffing.
Delegated Examining	Used to recruit candidates outside of the government (candidates who are not eligible for competition through Merit Staffing). Veterans preference applies to DE, meaning that qualified candidates with veterans preference who score higher than candidates without veterans preference will be referred first.
Direct Hire for Persons with Advanced Degrees in Engineering and Science	For NP hires only. After the hiring official identifies a candidate with a Masters or Ph.D. in the field for which they are being hired, the hiring official contacts their 1810 Human Resources (HR) Specialist to add the tentative selectee's name to the direct hire list. There is a limited number of billets for this hiring authority, equal to 5% of our scientific and engineering population at the end of each fiscal year. There is no individual vacancy announcement and veterans preference does not apply.
Direct Hire for Persons with Bachelor's Degree pursuing a position in Engineering and Science	For NP hires only. After the hiring official identifies a candidate with a Bachelor's degree pursuing position in science or engineering, the hiring official contacts their 1810 HR Specialist to add the tentative selectee's name to the direct hire list. There is a limited number of billets for this hiring authority, equal to 3% of the scientific and engineering population at the end of each fiscal year. There is no individual vacancy announcement and veterans preference does not apply.
Direct hire for Veterans with Bachelor's Degree pursuing a position in Engineering, Science or Technician	For NP or NR hires only. After the hiring official identifies a candidate who is a veteran for an NP or NR position (the NR position must be in direct support of science and engineering activities), the hiring official contacts their 1810 HR Specialist to add the tentative selectee's name to direct hire list. There is a limited number of billets for this hiring authority, equal to 1% of the scientific, engineering and technician population at the end of each fiscal year. There is no individual announcement and veterans preference does not apply.
Direct Hire for Information Technology (Infosec)	For NO-2210's with Information Security in the title. After the hiring official identifies a candidate, the hiring official contacts their 1810 HR Specialist. The Specialist must verify that an IT Spec (Infosec) has been announced within 90 days of notification of selection. If not, an individual announcement must be posted, but the candidate of interest does NOT have to apply and veterans preference does not apply.
Distinguished Scholastic Achievement Appointment	For NP-II, NP-III and NO-1102-II (Contract Specialist) positions. Announced quarterly. Candidates must have a 3.5 GPA. Certificates may be requested for review. If a hiring official finds an eligible candidate outside of the certificate, the candidate may be appointed using this authority without applying to the quarterly announcements as long as no candidates with veterans preference are blocking.
Pathways Intern Program	For students who are enrolled on at least a half time basis. Temporary appointments are not to exceed one year, with the possibility of extending one additional year. Non-temporary appointments have no time limit and the intern may be converted to a permanent position. Announcements are posted quarterly. Candidates MUST apply and be selected from a certificate. Veterans preference applies. Candidates with veterans preference will be referred before any non-preference candidates.
Veterans Recruitment Act	Non-competitive hiring authority for positions below the GS-11 equivalent. After the hiring official finds an eligible and qualified veteran, the hiring official contacts the 1810 HR Specialist to discuss VRA requirements. Excepted appointment for two years, under a training plan (if don't already have a bachelor's degree) and may be non-competitively converted to permanent after two years.
Persons with Disabilities (Schedule A)	Non-competitive hiring authority. After the hiring official identifies an eligible schedule A candidate, the hiring official contacts the 1810 HR Specialist to discuss. The Code 1810 HR Specialist can also provide assistance in supplying Schedule A candidate resumes for specific job series, if available. Positions are in the excepted service, but can be non-competitively moved in the competitive service. Appointments may be temporary or permanent.